UNOG Staff Counsellors Office (SCO)

Getting ready for retirement

Pre-Retirement
Seminar 2026

21 October 2026

NATIONS UNIES
GENÈVE

UNOG Staff Counselling Team



Annabelle Borg Kandeh
Chief Staff Counsellor



Janaina Lazzarotto Simioni
Staff Counsellor



Manuela Bernal Reyes
Staff Welfare Assistant

Objectives



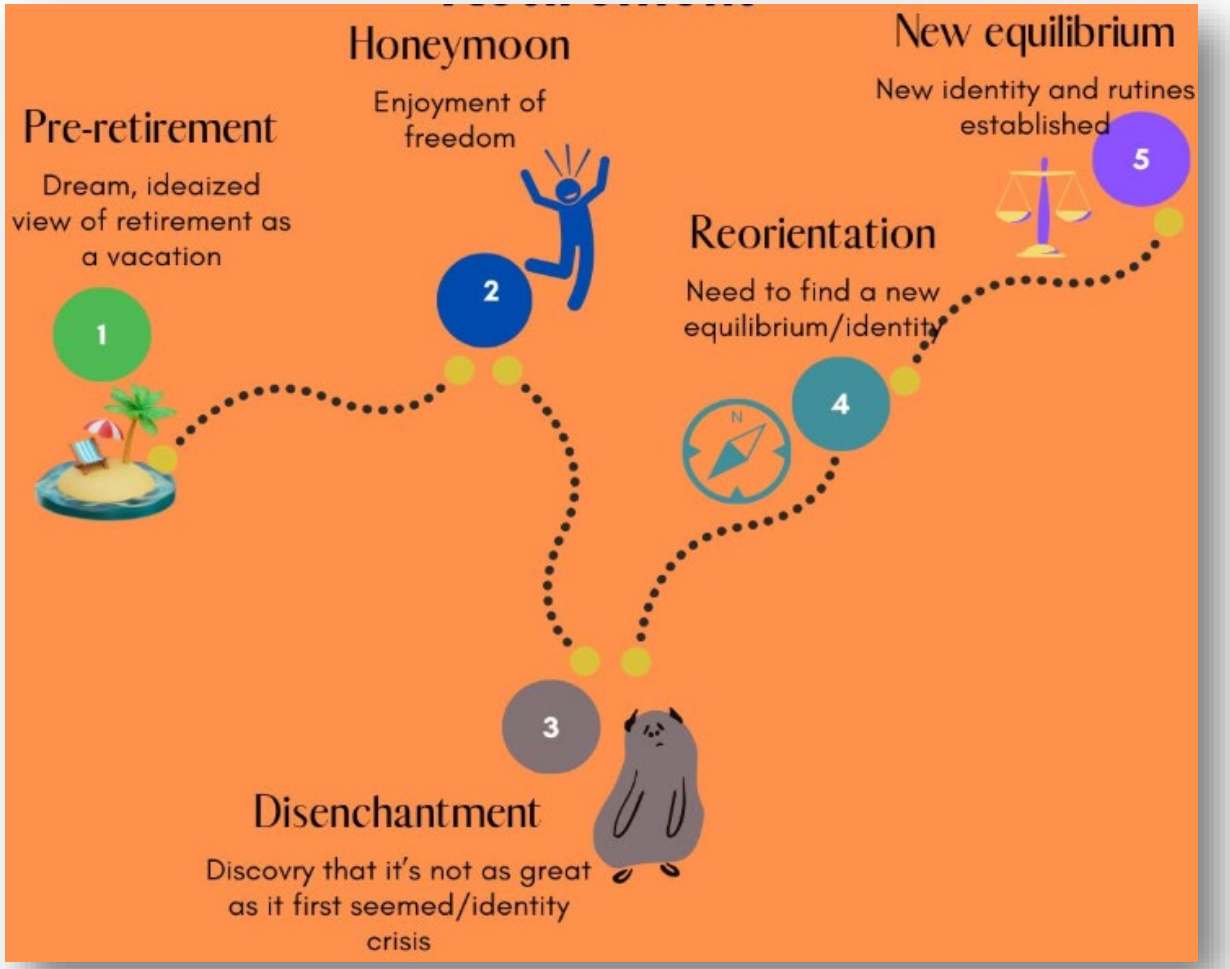
1. Recognise the **emotional dimension** of retirement
2. Understand the **emotional stages** of the retirement journey
3. Explore some **strategies** to support your transition RECOMMENDED

1 **Emotional dimension** of retirement



?

2 The 5 emotional stages of retirement



Based on Robert Atchley's book: *The Sociology of Retirement*.

1. Pre-retirement
2. Honeymoon
3. Disenchantment
4. Reorientation
5. New equilibrium

1. Pre-retirement stage

Characteristics:

- Administrative formalities
- Anticipation
- Planning



Common **feelings**:

- **Happiness, excitement, optimism** and **curiosity**
- **Stress** and **overwhelm**
- **Anxiety** and **uncertainty**
- **Mixed emotions**

Potential sources
of **anxiety**

Finances

Administrative formalities

Pension

Health insurance



Saying goodbye

Changes in residence

What next?

Other…

Uncertainty

Family needs

Changes in the routine

RECOMMENDED

Grounding technique 5-4-3-2-1



https://www.lifeinabreakdown.com/the-5-4-3-2-1-grounding-technique-your-mental-reset/

RECOMMENDED



Be **kind** to yourself by acknowledging your efforts and progress.

Do not hesitate to **ask for help**.

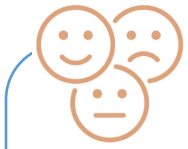
Souce: What You Can Do to Cope With Anxiety. Very well mind. 2024. https://www.verywellmind.com/manage-your-anxiety-2584184

2. Honeymoon stage

Characteristics:

- Freedom and flexibility
- Increased leisure time
- Family and social engagement
- May not last indefinitely





Common **feelings**:

- **Happiness** and **relief**
- **Reward**
- **Satisfaction**

3. Disenchantment stage

Characteristics:

- Temporary
- Losses
- Questions
- Balance and meaning



Common **feelings**:

- **Boredom** or **restlessness**
- **Frustration**
- **Sadness**

Reflection

Who am I now?

- How do I identify myself?
- What gives my life meaning now?



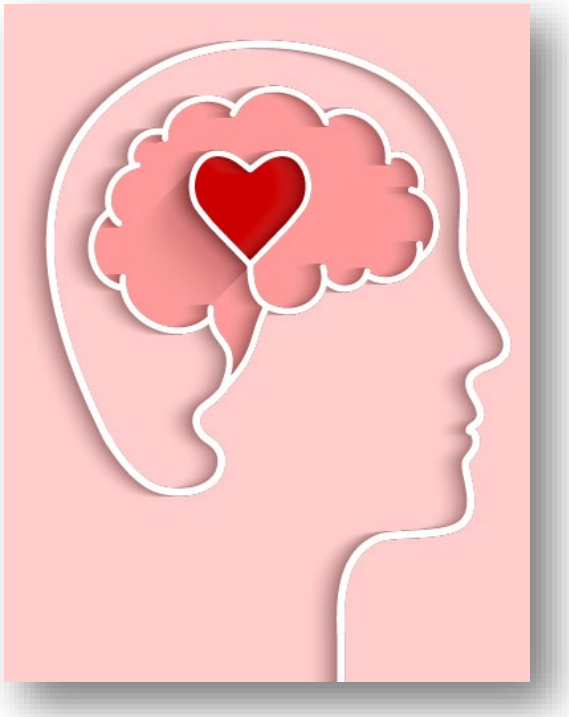
What do I want out of my retirement?

- What am I contributing to society or my family?
- How do I measure success now?
- How do I maintain my wellbeing for the long term?

4. Reorientation stage

Characteristics:

- Personal values
- Seeking fulfillment
- Retirement identity



Common **feelings**:

- **Motivation**
- **Curiosity** and **exploration**
- **Sense of control**
- **Satisfaction**
- **Hopefulness**

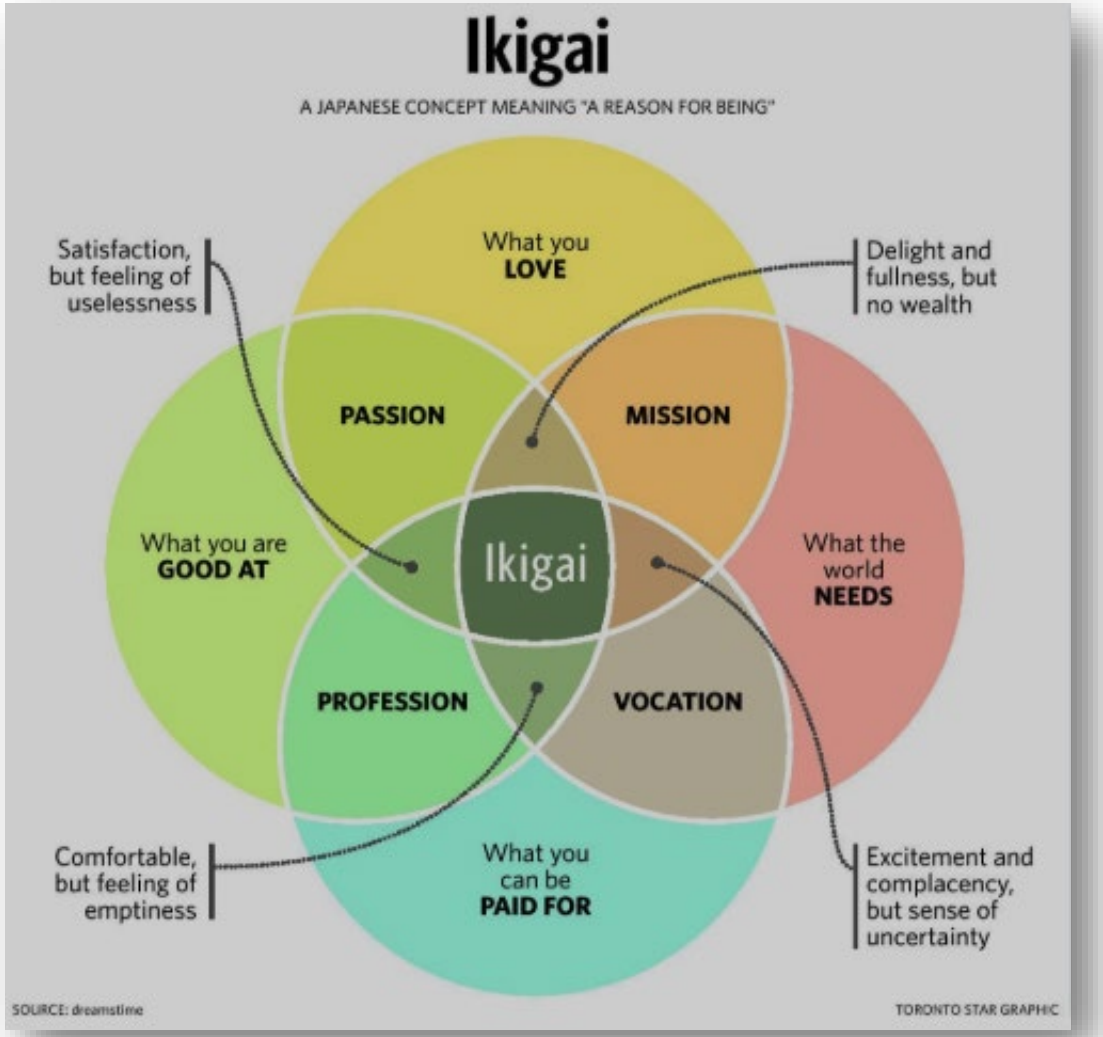
Tips for a Fulfilling Retirement

- Focus on **what you want** out of your retirement
- Keep **exploring** and **learning** what feels right for you
- **Rediscover passions** in life and **new hobbies**
- Have **realistic expectations**
- Prioritize **self-care**



RECOMMENDED

Seeking fulfillment in **meaningful** ways



What would you focus on?

Where do your **passions**, **strengths**, **values** and **contributions** meet in this new chapter of life?

From having time to having purpose

5. New equilibrium

Characteristics:

- Ongoing process
- Balance
- Meaningful activities
- Routines



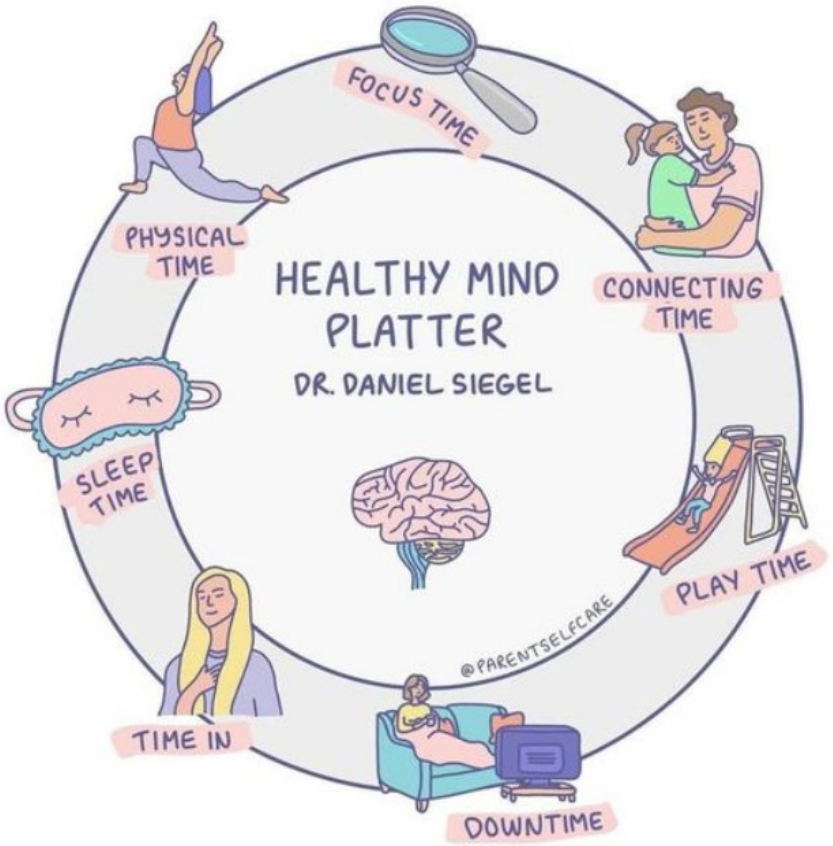
Common **feelings**:

- **Purpose** and **accomplishment**
- **Satisfaction** and **fulfillment**
- **Peace**
- **Confidence**
- **Enthusiasm**

Ensuring our Wellbeing

Dedicate time to:

- Stay focused
- Connect with others
- Have fun
- Rest and recover
- Be with yourself
- Sleep time
- Stay active

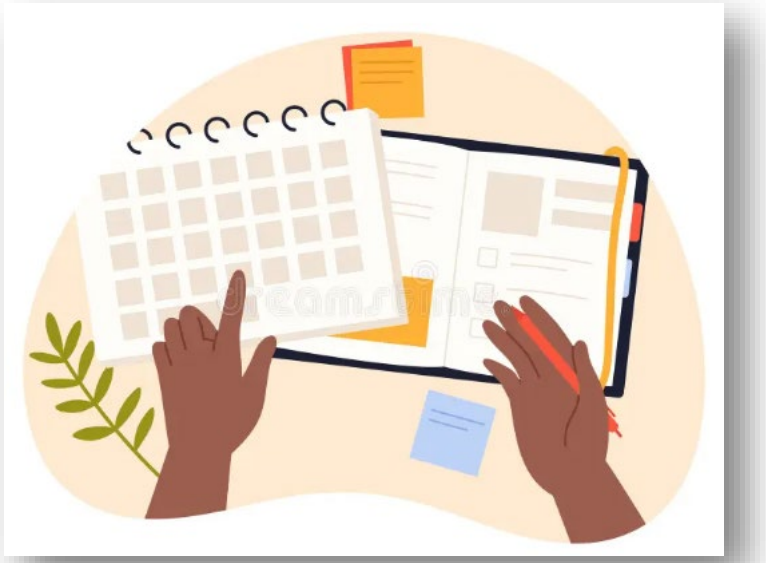


Source: Dan Siegel's, Healthy Mind Platter, 2011. https://drdansiegel.com/healthy-mind-platter/

Recap

For a smoother **transition to retirement**, remember to **include** in your **planning**:

- Meaningful activities
- Sense of purpose
- Social connections and engagement
- New interests and passions
- Healthy daily routines
- Variety and balance
- Personal growth
- Attention to your wellbeing



The SCO wishes you:

- ***Success*** *in preparing for your retirement journey.*
- ***Joy*** *and* ***relaxation*** *during your well-deserved vacation time.*
- ***Awareness*** *and* ***resilience*** *in facing moments of boredom that may arise.*
- ***Fulfillment*** *as you explore* ***meaningful*** *activities and rediscover your sense of* ***purpose****.*
- *A* ***wholehearted embrace*** *of the richness and possibilities that retirement brings.*